

Thursday 4 November 1999

II

**Commission proposal 'Guidelines for Member States' Employment Policies 2000' (COM(1999) 441
– C5-0147/1999 – 1999/0816(CNS))**

TEXT PROPOSED
BY THE COMMISSION

AMENDMENTS
BY PARLIAMENT

(Amendment 3)

Annex, introduction to Guidelines 1 and 2

In order to influence the trend in youth and long-term unemployment the Member States will intensify their efforts to develop preventive and employability-oriented strategies, building on the early identification of individual needs; within a period to be determined by each Member State which may not exceed three years *and which may be longer* in Member States with particularly high unemployment, Member States will ensure that:

In order to influence the trend in youth and long-term unemployment the Member States will intensify their efforts to develop preventive and employability-oriented strategies, building on the early identification of individual needs; within a period to be determined by each Member State which may not exceed three years, **although an extension of two years will be possible** in Member States with particularly high unemployment, Member States will ensure that:

(Amendment 4)

Annex, Guideline 1

1. every unemployed young person is offered a new start before reaching six months of unemployment, in the form of training, retraining, work practice, a job or other employability measure with a view to effective integration into the labour market;

1. every unemployed young person is offered a new start before reaching six months of unemployment, in the form of training, retraining, work practice, a job or other employability measure with a view to effective **and lasting** integration into the labour market;

(Amendment 5)

Annex, Guideline 2

2. unemployed adults are also offered a fresh start before reaching 12 months of unemployment by one of the aforementioned means or, more generally, by accompanying individual vocational guidance with a view to effective integration into the labour market;

2. unemployed adults are also offered a fresh start before reaching 12 months of unemployment by one of the aforementioned means or, more generally, by accompanying individual vocational guidance with a view to effective **and lasting** integration into the labour market;

(Amendment 6)

Annex, sentence after Guideline 2

These preventive and employability measures should be combined with measures to promote the re-employment of the long-term unemployed.

These preventive and employability measures **for both target groups who should be supported in equal measure** should be combined with measures to promote the re-employment of the long-term unemployed.

(Amendment 7)

Annex, Guideline 3

3. will endeavour to increase significantly the number of persons benefiting from active measures to improve their employability. In order to increase the numbers of unemployed who are offered training or any similar measure, it will in particular fix a target, in the light of its starting situation, of gradually achieving the average of the three most successful Member States, and at least 20%;

3. will endeavour to increase significantly the number of persons benefiting from active measures to improve their employability. In order to increase the numbers of unemployed who are offered training or any similar measure, it will in particular fix a target, in the light of its starting situation, of gradually achieving the average of the three most successful Member States, and at least **25%. Concurrently, targets that**

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measure the inclusion of women in training programmes will be set, based on the average of the three most successful Member States in this respect;

(Amendment 8)

Annex, Guideline 4, 2nd indent

- to develop a policy for active ageing, encompassing appropriate measures such as maintaining working capacity, life-long learning and other flexible working arrangements, *so that older workers are also able to remain and participate actively in working life.*

- to develop a policy for active ageing, encompassing appropriate measures such as maintaining working capacity, life-long learning and other flexible working arrangements, **in order to enable** older workers to remain and participate actively in working life **for longer if they so wish, e.g. also on a part-time basis.**

(Amendment 9)

Annex, Guideline 5

5. the social partners are urged, at their various levels of responsibility and action, to conclude as soon as possible agreements with a view to increasing the possibilities for training, work experience, traineeships or other measures likely to promote employability of the young and adult unemployed and to promote entry into the labour market.

5. the social partners are urged, at their various levels of responsibility and action, to conclude as soon as possible agreements with a view to increasing the possibilities for training, work experience, traineeships or other measures likely to promote employability of the young and adult unemployed and to promote entry into the labour market. **In this context, Member States shall create the preconditions and, as soon as possible, establish the conditions to enable such agreements to be applied and implemented.**

(Amendment 10)

Annex, Guideline 6

6. in order to reinforce the development of a skilled and adaptable workforce, both Member States and the social partners will endeavour to develop possibilities for lifelong learning, particularly in the fields of information and communication technologies, and each Member State will set a target according to national circumstances for participants benefiting from such measures. Easy access for older workers will be particularly important.

6. in order to reinforce the development of a skilled and adaptable workforce, both Member States and the social partners will endeavour to develop possibilities for lifelong learning, particularly in the fields of information and communication technologies, and each Member State will set a target according to national circumstances for participants benefiting from such measures. Easy access for **those** older workers **who are interested, and for women**, will be particularly important.

(Amendment 11)

Annex, Guideline 7

7. improve the quality of their school systems in order to reduce substantially the number of young people who drop out of the school system early. Particular attention should also be given to young people with learning difficulties.

7. improve the quality of their school systems in order to reduce substantially the number of young people who drop out of the school system early **and to create the basis for training in jobs with a future.** Particular attention should also be given to young people with learning difficulties **so that once again they have access to educational and training systems.**

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(Amendment 12)

Annex, Guideline 8

8. make sure they equip young people with greater ability to adapt to technological and economic changes and with skills relevant to the labour market. Particular attention should be given to the development and modernisation of apprenticeship systems, to developing appropriate training for the acquisition of computer literacy and skills by students and teachers as well as to equipping schools with computer equipment and facilitating student access to the Internet by the end of 2002.

8. make sure they equip young people with greater ability to adapt to technological and economic changes and with skills relevant to the labour market. Particular attention should be given **in cooperation with the two sides of industry** to the development and modernisation of apprenticeship systems, to developing appropriate training for the acquisition of computer literacy and skills by students and teachers as well as to equipping schools with computer equipment and facilitating student access to the Internet by the end of 2002. **Special attention will be given to female students in this regard.**

(Amendment 13)

Annex, Guideline 9

9. give special attention to the needs of the disabled, ethnic minorities and other groups and individuals who may be disadvantaged, and develop appropriate forms of preventive and active policies to promote their integration into the labour market.

9. give special attention to the needs of the disabled **(including those sick or injured because of work-related accidents or disease) – taking account of their aptitudes,** ethnic minorities and other groups and individuals who may be disadvantaged, **undertake to improve effectively the employment prospects of those groups through comparable targets** and develop appropriate forms of preventive and active policies to promote **in a holistic manner** their integration into the labour market.

(Amendment 14)

Annex, introduction to Guidelines 10 and 11

The development of new enterprises, and the growth of small and medium-sized enterprises (SMEs), is essential for job creation and for the expansion of training opportunities for young people. This process must be promoted by encouraging greater entrepreneurial awareness across society and in educational curricula, by providing a clear, stable and predictable set of rules, by improving the conditions for the development of risk capital markets and access to the stock market. The Member States *should also* reduce and simplify the administrative and tax burdens on SMEs. *These* policies will support Member States' attempts to tackle undeclared work. To that end the Member States will:

The development of new enterprises, and the growth of small and medium-sized enterprises (SMEs), is essential for job creation and for the expansion of training opportunities for young people. This process must be promoted by encouraging greater entrepreneurial awareness **and ability** across society and in educational curricula, by providing a clear, stable and predictable set of rules, by **substantially** improving the conditions for the development of risk capital markets and access to the **capital and stock markets and by improving the equity capitalisation of businesses through voluntary equity participation models for employees.** The Member States must reduce and simplify the administrative **burden in setting up businesses** and the administrative and tax burdens on SMEs. **Appropriate preventive and punitive** policies will support Member States' attempts to tackle undeclared work. To that end the Member States will:

(Amendments 15 and 32)

Annex, Guideline 10

10. give particular attention to reducing significantly the overhead costs and administrative burdens for businesses, and *especially* SMEs, *in particular* when an enterprise is being set up and when hiring additional workers;

10. give particular attention to reducing significantly the overhead costs and administrative burdens for businesses **in general** and SMEs, **cooperatives, social-economy enterprises and new business, in particular, especially** when an

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enterprise is being set up and when hiring additional workers, **and will inform each other of this through a system of benchmarking. They will make information on their progress regularly and widely available;**

(Amendment 16)

Annex, Guideline 11

11. encourage the development of self-employment by examining, with the aim of reducing, any obstacles which may exist, especially those within tax and social security regimes, to moving to self-employment and the setting up of small businesses as well as by promoting training for entrepreneurship and targeted support services for entrepreneurs and would-be entrepreneurs.

11. encourage the development of self-employment by examining, with the aim of reducing, any obstacles which may exist, especially those within tax and social security regimes, to moving to self-employment and the setting up of small businesses as well as by promoting training for entrepreneurship and targeted support services for entrepreneurs and would-be entrepreneurs. **The development of self-employment will take into account gender-specific barriers.**

(Amendment 17)

Annex, Guideline 12

12. promote measures to exploit fully the possibilities offered by job creation at local level and in the social economy, especially in new activities linked to needs not yet satisfied by the market, and examine, with the aim of reducing, any obstacles in the way of such measures. In this respect, the special role and responsibility of partners at the regional and local levels, as well as the social partners, needs to be more fully recognised and supported. In addition, the role of the public employment services in identifying local employment opportunities and improving the functioning of local labour markets, should be exploited.

12. promote measures to exploit fully the possibilities offered by job creation at local level and in the social economy, especially in new activities linked to needs not yet satisfied by the market, and examine, with the aim of reducing, any obstacles in the way of such measures. In this respect, the special role and responsibility of **local and regional authorities, other** partners at the regional and local levels, as well as the social partners, needs to be more fully recognised and supported. In addition, the role of the public employment services in identifying local employment opportunities and improving the functioning of local labour markets, should be exploited.

(Amendment 18)

Annex, Guideline 13

13. develop framework conditions to fully exploit the employment potential of the services sector and industry-related services, inter alia by tapping the employment potential of the information society and the environmental sector, to create more and better jobs.

13. develop framework conditions to fully exploit the employment potential of the services sector and industry-related services, **which is still underutilised in comparison with other industrialised countries**, inter alia by tapping the employment potential of the information society and the environmental sector, to create more and better jobs.

(Amendment 44)

Annex, Guideline 14

14. set a target, *if necessary and* taking account of its present level, for gradually reducing the overall tax burden and, where appropriate, a target for gradually reducing the fiscal pressure on labour and non-wage labour costs, *in particular on relatively unskilled and low-paid labour*, without jeopardising the recovery of public finances or the financial equilibrium of social security schemes. It will *examine*, if appropriate, *the desirability of introducing* a tax on energy or on pollutant emissions or any other tax measure.

14. set target **quotas**, taking account of its present level, for gradually reducing the overall tax burden and, where appropriate, a target for gradually reducing the fiscal pressure on labour and non-wage labour costs, without jeopardising the recovery of public finances or the financial equilibrium of social security schemes. It will **consider**, if appropriate, **whether the introduction of** a tax on energy or on pollutant emissions or any other tax measure **is likely permanently to maintain the financial balance of the social insurance systems.**

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(Amendment 19)

Annex, introduction to Guidelines 16 and 17

In order to promote the modernisation of work organisation and forms of work, a strong partnership *should be developed* at all appropriate levels (European, national, sectoral, local and enterprise levels):

In order to promote the modernisation of work organisation and forms of work, a strong partnership **is required** at all appropriate levels (European, national, sectoral, local and enterprise levels):

(Amendment 20)

Annex, Guideline 16

16. The social partners are urged to agree and implement a process in order to modernise the organisation of work, including flexible working arrangements, with the aim of making undertakings productive and competitive and achieving the required balance between flexibility and security. Subjects to be covered may, for example, include training and re-training, the introduction of new technologies, new forms of work and working time issues such as the expression of working time as an annual figure, the reduction of working hours, the reduction of overtime, the development of part-time working, and access to training and career breaks.

16. The social partners are urged to agree **in the context of their collective bargaining** and implement a process in order to modernise the organisation of work, including flexible working arrangements, with the aim of making undertakings productive and competitive and achieving the required balance between flexibility and **social security, including minimum standards of informing and consulting employees**. Subjects to be covered may, for example, include training and re-training, the introduction of new technologies, new forms of work and working time issues such as the expression of working time as an annual figure, the reduction of working hours, the reduction of overtime, the development of part-time working, and access to training and career breaks.

(Amendment 45)

Annex, Guideline 17

17. *examine the possibility of incorporating in its law* more adaptable types of contract, taking into account the fact that forms of employment are increasingly diverse. Those working under contracts of this kind should at the same time enjoy adequate security and higher occupational status, compatible with the needs of business.

17. **adapt its law to allow for** more adaptable types of contract, taking into account the fact that forms of employment are increasingly diverse. Those working under contracts of this kind should at the same time enjoy adequate security **compared to full-time employees** and higher occupational status, compatible with the needs of business.

(Amendment 21)

Annex, Guideline 18

18. *re-examine* the obstacles, in particular tax obstacles, to investment in human resources and possibly provide for tax or other incentives for the development of in-house training; they will also examine new regulations and review the existing regulatory framework to make sure they will contribute to reducing barriers to employment and helping the labour market adapt to structural change in the economy.

18. **remove** the obstacles, in particular tax obstacles, to investment in human resources and possibly provide for tax or other incentives for the development of in-house training; they will also examine new regulations and review the existing regulatory framework to make sure they will contribute to reducing barriers to employment and helping the labour market adapt to structural change in the economy.

(Amendment 22)

Annex, introduction to Guideline 19

Women still have particular problems in gaining access to the employment market, in career advancement, in earnings and in reconciling professional and family life. It is therefore important, inter alia:

Women still have particular problems in gaining access to the employment market, in career advancement, in earnings and in reconciling professional and family life. **The Member States and the EU must make a combined effort to decrease the**

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- to ensure that active labour market policies are made available for women in proportion to their share of unemployment;
- to reduce tax-benefit disincentives, wherever identified, because of their negative effects on the female labour supply;
- to give particular attention to obstacles which hinder women *who* wish to set up new businesses or become self-employed;
- to ensure that women are able to benefit positively from flexible forms of work organisation.

current EU gender gap in each Member State by 50% within five years. It is therefore important, inter alia:

- to ensure that active labour market policies are made available for women in proportion to their share of unemployment;
- to reduce tax-benefit disincentives, wherever identified, because of their negative effects on the female labour supply;
- to give particular attention to obstacles which hinder women **on the labour market or in access to the labour market or when they** wish to set up new businesses or become self-employed;
- to ensure that women are able to benefit positively from flexible forms of work organisation **on a voluntary basis.**

(Amendment 23)

Annex, Guideline 19

19. adopt a gender-mainstreaming approach in implementing the Guidelines of all four pillars. In order meaningfully to evaluate progress on this approach, Member States will need to provide for adequate data collection systems and procedures.

19. adopt a gender-mainstreaming approach in implementing the Guidelines of all four pillars. In order meaningfully to evaluate progress on this approach, Member States will need to provide for adequate data collection systems and procedures. **All employment statistics should be desegregated by gender and within one year Member States will develop a set of benchmarks and criteria for the implementation and evaluation of gender mainstreaming.**

(Amendment 24)

Annex, Guideline 20

20. attempt to reduce the gap in unemployment rates between women and men by actively supporting the increased employment of women and will take action to bring about a balanced representation of women and men in all sectors and occupations. They will initiate positive steps to promote equal pay for equal work or work of equal value *and to diminish* differentials in incomes between women and men. In order to reduce gender gaps, Member States will also consider an increased use of measures for the advancement of women.

20. attempt to reduce the gap in unemployment rates between women and men by actively supporting the increased employment of women and will take action to bring about a balanced representation of women and men in all sectors and occupations. They will initiate positive steps to promote equal pay for equal work or work of equal value, **with the aim of eliminating** differentials in incomes between women and men. In order to reduce gender gaps, Member States will also consider an increased use of measures for the advancement of women.

(Amendment 25)

Annex, introduction to Guideline 21

Policies on career breaks, parental leave and part-time work, as well as flexible working arrangements which serve the interests of both employers and employees, are of particular importance to women and men. Implementation of the various Directives and social-partner agreements in this area should be accelerated

Policies on career breaks, parental leave and part-time work, as well as flexible working arrangements which serve the interests of both employers and employees, are of particular importance to women and men. Implementation of the various Directives and social-partner agreements in this area should be accelerated

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and monitored regularly. There must be an adequate provision of good quality care for children and other dependants in order to support women's and men's entry and continued participation in the labour market. An equal sharing of family responsibilities is crucial in this respect. In order to strengthen equal opportunities, Member States and the social partners will:

and monitored regularly. There must be an adequate provision, **in the form of comparable targets for the Member States**, of good quality care for children and other dependants in order to support women's and men's entry and continued participation in the labour market. **Member States will increase the number of child care places and institutions for the care of older persons and other persons in need of care.** An equal sharing of family responsibilities is crucial in this respect. In order to strengthen equal opportunities, Member States and the social partners will:

(Amendment 26)

Annex, Guideline 21

21. design, implement and promote family-friendly policies, including affordable, accessible and high quality care services for children and other dependants, as well as parental and other leave schemes.

21. design, implement and promote family-friendly policies, including affordable, accessible and high quality care services for children and other dependants, as well as parental and other leave schemes. **Member States, in consultation with their social partners, will provide legal remedies for women and men who are discriminated against for taking parental and care leave.**

European Parliament legislative resolution on the proposal from the Commission, 'Guidelines for Member States' Employment Policies 2000' (COM(1999) 441 – C5-0147/1999 – 1999/0816(CNS))

(Consultation procedure)

The European Parliament,

- having regard to the Commission proposal (COM(1999) 441 – 1999/0816(CNS)),
 - having been consulted by the Council (C5-0147/1999),
 - having regard to Rule 67 of its Rules of Procedure,
 - having regard to the report of the Committee on Employment and Social Affairs and the opinions of the Committee on Economic and Monetary Affairs and the Committee on Women's Rights and Equal Opportunities (A5-0045/1999),
1. Approves the Commission proposal as amended;
 2. Calls on the Council to notify Parliament should it intend to depart from the text approved by Parliament;
 3. Asks to be consulted again if the Council intends to amend its draft decision substantially;
 4. Instructs its President to forward its position to the Council and Commission.